PROVINCE OF SASKATCHEWAN

09-10

ANNUAL REPORT

MINISTRY OF ADVANCED EDUCATION, EMPLOYMENT AND LABOUR

Table of Contents

Letters of Transmittal **2**

Introduction **4**

Alignment with Government Direction **4**
Government's Vision 4
Government's Goals 4

Ministry Overview **5**
Delivery of Key Programs and Services 5

Progress in 2009-10 ..... **7**
Ensure a skilled workforce to meet existing and future labour market demand 7
Increase education levels and labour market participation of First Nations and Métis people to meet existing and future labour market demand 13
Support increased attraction and retention of newcomers to Saskatchewan 18
Ensure accessibility and affordability of post-secondary education 22
Promote research and innovation 28
Foster productive, safe and competitive workplaces 30

2009-10 Financial Overview **34**
Summary of 2009-10 Financial Results 34
Financial Summary for 2009-10 35
Summary of Expenditure 36
Summary of Revenue 39
Special Funds 40

For More Information **41**

Appendices **42**
Appendix A: Student Assistance and Student Aid Fund Act - Risk Premium Agreement 42
Appendix B: Student Loans Programs 42
Appendix C: AEEL Organizational Chart 43

Letters of Transmittal

His Honour the Honourable Dr. Gordon L. Barnhart
Lieutenant Governor of Saskatchewan

Your Honour:

I am pleased to submit the Annual Report for the fiscal year ending March 31, 2010.

The Government of Saskatchewan is committed to increased accountability, to honouring its commitments, and to responsibly managing expenditures for Saskatchewan people. This report provides an opportunity to showcase the actions taken by the Ministry of Advanced Education, Employment and Labour to meet these commitments through the implementation of its 2009-10 Strategic Plan.

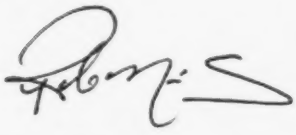
In the past year, the Ministry has worked to develop strategies, foster partnerships and deliver programs to promote a competitive, safe, fair and balanced labour environment and to build and maintain the vibrant, skilled workforce our province requires to meet existing and future labour market demands. In addition, our efforts help to foster workplaces and communities that are increasingly cosmopolitan, diverse and dynamic.

In 2009-10, the Ministry made significant progress toward its goals, by working to:

- Ensure that Saskatchewan continue to create and posses a skilled workforce to meet existing and future labour market demand;
- Increase education levels and labour market participation of First Nations and Métis people to meet existing and future labour market demand;
- Support increased attraction and retention of newcomers to Saskatchewan;
- Ensure accessibility and affordability of post-secondary education;
- Promote research and innovation; and
- Foster productive, safe and competitive workplaces.

The initiatives pursued in 2009-10, and the results achieved, are shared with the legislature and the people of Saskatchewan through the annual report. Not only is this report an important accountability document, it also helps to inform planning and resource allocation in the coming years. To this end, the Ministry will continue to build on its work to help Saskatchewan lead the country in economic and population growth, while ensuring that the benefits of growth are shared with the people of our province.

Sincerely,



Rob Norris
Minister of Advanced Education, Employment and Labour
Minister Responsible for Immigration

The Honourable Rob Norris
Minister of Advanced Education, Employment and Labour
Minister Responsible for Immigration

Dear Minister Norris:

I have the honour of submitting the Annual Report on behalf of the Saskatchewan Ministry of Advanced Education, Employment and Labour for the fiscal year ending March 31, 2010.

This Annual Report highlights actions directed in support of Government's vision, goals and priorities.

The Ministry takes responsibility for this report and the information contained herein has been completed to the best of our ability. The Ministry also acknowledges and remains committed to responsibly managing its finances and administering its programs.

Respectfully submitted,

Clare Isman
Deputy Minister
Advanced Education, Employment and Labour

Introduction

This annual report presents the Ministry's activities and results for the fiscal year ending March 31, 2010. It reports on public commitments made and other key accomplishments of the Ministry.

With the release of the Ministry Plan for 2009-10, results are provided on the publicly committed strategies, actions and performance measures identified in the Plan. This report also demonstrates progress made on Government commitments as stated in the Government Direction for 2009-10, the Minister's 2007 Mandate letter, throne speeches, and other commitments.

The 2009-10 Annual Report sets the stage for future planning and budgeting processes by providing an opportunity to assess the accomplishments, results, and lessons learned. As well, it identifies how to build on past successes for the benefit of Saskatchewan people.

Alignment with Government Direction

The Ministry's activities in 2009-10 align with Government's vision and three important goals:

Government's Vision

A secure and prosperous Saskatchewan, leading the country in economic and population growth, while providing a high quality of life for all.

Government's Goals

- **Sustain Economic Growth** for the benefit of Saskatchewan people, ensuring the economy is ready for growth and positioning Saskatchewan to meet the challenges of economic and population growth and development.
- **Secure Saskatchewan** as a safe place to live and raise a family where people are confident in their future, ensuring the people of Saskatchewan benefit from the growing economy.
- **Keep Government's Promises** and fulfill the commitments of the election, operating with integrity and transparency, accountable to the people of Saskatchewan.

Together, all ministries and agencies support the achievement of Government's goals and work towards a secure and prosperous Saskatchewan.

AEEL remains focused on continuous improvement and will keep working to enhance service delivery to clients via service integration and program and outcome evaluation.

Ministry Overview

The Ministry fosters the attraction, development and retention of an educated, skilled and productive workforce to meet the needs of a growing and innovative economy. It promotes a fair and balanced labour environment that respects the rights and responsibilities of workers and employers, and ensures healthy, safe, productive workplaces. The Ministry achieves its desired outcomes through effective partnerships with a range of entities, including post-secondary institutions, unions, businesses, and community-based organizations.

Delivery of Key Programs and Services

AEEL is responsible for the post-secondary system, employment services, immigration services, student financial support, labour standards, occupational health and safety, status of women, labour relations and mediation services and advocacy on behalf of injured workers.

In 2009-10, the Ministry employed staff in the central offices in Regina, 19 Canada-Saskatchewan Career and Employment Services offices, nine Labour Relations offices and two Occupational Health and Safety offices across the province. The 2009-10 FTE budget allocation for the Ministry was 612.2. Actual FTEs utilization was 593.7, resulting in an under usage of approximately 18.5 FTEs due to vacancies, turnover and delayed staffing.

The Ministry delivers programs and services through three main categories:

Post-Secondary Education

Saskatchewan's respected post-secondary system is essential to the province's labour force development; it also helps to foster creative and engaged communities. It provides Saskatchewan residents with the skill sets required to meet labour market demands and to obtain and retain employment. Importantly, Saskatchewan's advanced education network – especially drawing on centres of excellence at the University of Saskatchewan and the University of Regina – serves as a vital platform for pre-eminent research and development, a robust innovation agenda and related science and technology initiatives (in areas including bio-science, the environment and energy). Of course, this knowledge network also helps to enrich local and global cultures and communities by reflecting on and celebrating Saskatchewan's sense of place within and beyond Canada.

The Ministry delivers post-secondary programs and services through partnership with other institutions and organizations, including the University of Saskatchewan and the University of Regina (which include their federated and affiliated institutions: First Nations University of Canada, Campion College, Luther College, St. Thomas More College, St. Peter's College, Emmanuel and St. Chad, Lutheran Theological Seminary, St. Andrew's College, Briercrest Family of Schools, and Horizon College and Seminary); Saskatchewan Institute of Applied Science and Technology (SIAST); Regional Colleges (including Carlton Trail Regional College, Cumberland College, Great Plains College, Northlands College, North West Regional College, Parkland College and Southeast Regional College); Saskatchewan Apprenticeship and Trade Certification Commission (SATCC); Saskatchewan Indian Institute of Technologies (SIIT); the Gabriel Dumont Institute (GDI); and the Northern Teachers' Education Program (NORTEP). The Government provides funding directly to the public post-secondary institutions. The Ministry also provides regulatory oversight to private vocational schools (PVS) operating in Saskatchewan, and acts as the government liaison to the PVS sector in the province.

As well, the Ministry delivers programs and services through Community-Based Organizations (CBOs) focusing on employment preparation and settlement services for newcomers.

These institutions and organizations have varying accountability to government through legislation specific to their institution, organization or by contracts and agreements.

In terms of financial assistance for students, the Ministry administers several federal and provincial programs that provide repayable and non-repayable financial assistance to qualified Saskatchewan residents enrolling in approved programs of study. For more information, the Student Aid Fund Annual Report is posted on the Ministry's website.

Immigration

The Ministry supports the attraction and settlement of newcomers to the province.

The Saskatchewan Immigrant Nominee Program (SINP) enables the province to provide a direct means of entry for immigrants whose skills and abilities best fit the province's labour market needs and commitment to enriching communities.

Community Partnerships and Settlement facilitates the settlement and integration of new immigrants. The Ministry provides funding to community-based groups to coordinate initial settlement support and to English language-training programs offered through community-based organizations and regional colleges to support communication skills training.

The Recognizing Prior Learning Coordinating Group (RCG) works with regulatory bodies and educational institutions to facilitate the recognition of international training and experience that immigrants bring to our province.

International Education focuses on developing strategies for institutions, the business community, relevant community-based stakeholders and government ministries to collaborate in areas such as international student recruitment, study abroad opportunities for Saskatchewan students, and other efforts to further internationalize Saskatchewan's campuses. These efforts provide Saskatchewan students with enhanced opportunities to compete and succeed in the global community and ensure that students around the world are aware of the study opportunities available at Saskatchewan institutions.

Labour

The Ministry works to create a fair and balanced labour environment that respects the rights of workers and employers and is competitive with other jurisdictions across Canada.

Activities in this area focus on achieving safe and healthy workplaces, the equality of women and supporting the economic and social development of the province through the following:

Canada-Saskatchewan Career and Employment Services (CES) offices located across the province provide career and employment services to Saskatchewan people looking for information about career and job opportunities, as well as training and/or education options that enable participation in the provincial labour market. CES staff have also partnered with key personnel from Service Canada, post-secondary institutions and the private sector to form the CES Rapid Response Teams, which help ensure that employers and workers can access key programs, services, benefits and information during periods of economic uncertainty. The Ministry also manages and markets the www.saskjobs.ca website, which helps Saskatchewan employers recruit educated and skilled individuals, and provides job seekers with the opportunity to join Saskatchewan's work force.

Occupational Health and Safety (OHS) offers programs and services for workers and employers to help ensure safer workplaces and an improved culture of safety in Saskatchewan. OHS also provides effective regulatory

oversight and enforcement of occupational health and safety and employment standards by encouraging compliance via education and prosecutions where appropriate.

The Status of Women Office provides leadership to government on policy direction affecting the status of women in Saskatchewan and works to achieve social, economic and political equality for women.

The Office of the Worker's Advocate (OWA) assists any worker or dependant of an injured worker involved in a dispute with the Workers' Compensation Board (WCB) concerning a compensation claim.

Labour Relations and Mediation provides information, training and bargaining assistance through conciliation and mediation services to labour and management in unionized workplaces. These professionals assist unions and management in resolving difficult labour disputes and work stoppages due to strikes and lockouts.

Labour Standards provides services to Saskatchewan employers and employees in support of fair and equitable workplace practices. They enforce labour legislation and ensure that employees and employers are aware of their rights and responsibilities under these laws.

The Ministry of Advanced Education, Employment and Labour supports Government's goal to Sustain Economic Growth for the benefit of Saskatchewan people, ensuring the economy is ready for growth and positioning Saskatchewan to meet the challenges of economic and population growth.

Ensure a skilled workforce to meet existing and future labour market demand

Most economic forecasters expect that Saskatchewan will be one of the leading provinces in economic growth in 2010 and 2011. That growth is expected to generate thousands of new employment opportunities in various sectors, over the five-year period 2007 to 2012.

Research clearly underlines the critical importance of educational attainment and its relationship to employment. Studies show that individuals with higher levels of educational attainment are more likely to have higher wages, higher rates of employment, sustained employment, shorter periods of unemployment and better health outcomes. Education is also a key component to productivity growth, which in turn results in a higher standard of living, and supports the government goal of sustaining economic growth. Although levels of educational attainment change slowly, it is critical that these levels continue to increase for Saskatchewan to maintain a quality, skilled labour force.

Employment Rate (%) by Education Level, Population Aged 15 Years and Over, Saskatchewan, 2005 to 2009					
Education level	2005	2006	2007	2008	2009
Total, all education levels	64.6	65.9	66.8	66.9	66.5
Less than high school	39.7	42.5	43.4	42.5	40.4
High school graduate	71.7	73.9	74.5	73.2	72.5
Some post-secondary	67.0	68.4	69.8	69.9	68.7
Post-secondary certificate or diploma	74.8	73.9	74.1	75.6	75.0
University degree	80.0	80.3	81.1	79.5	81.1

Source: Statistics Canada, Labour Force Survey

One indicator which measures the success of AEEL in preparing individuals to meet the demands of the labour market is the employment rate of the population over the age of 15 years by level of education. This data is collected by Statistics Canada for the Labour Force Survey.

In general, individuals with a post-secondary certificate or diploma or a university degree have higher rates of employment than high school graduates and significantly higher rates of employment than individuals who have not completed high school. Employment rates overall have increased in Saskatchewan in recent years due to the province's strong economy and the corresponding general increase in demand for labour in all sectors of the economy.

Government can influence education levels by supporting a system where individuals can access programs, receive the support they need to complete their programs and attach successfully to the labour force.

Results

Support skills development to address worker shortages including:

Workbased Training for the Unemployed (WBT).

- Just over 500 training opportunities were delivered across the province.

Institutional Quick Response Training (IQRT).

- Approximately 175 full time Quick Skills and Saskatchewan Skills Extension Programs provided in excess of 3,000 training opportunities designed to meet labour market demand.
- $579,000 was provided for Early Childhood Educator Level I training in response to the need for additional trained staff resulting from the creation of over 1,600 new childcare spaces.

Provided operational, administration and program delivery funding to the Regina and Saskatoon Trades and Skills Centres.

- $2.2 million was provided for 350 training opportunities in Regina and Saskatoon. 129 individuals completed training in programs such as commercial construction, electronics assembly, culinary arts, plumber assistant, mason tender, and steel stud and drywall while 93 individuals continue with their training. 128 individuals are anticipated to enrol during the completion of the program year (March 2010 – June 2010).

Maintain planned increase in apprenticeship training of $3.9 million from mid-year to increase apprenticeship training seats by approximately 1,100 and provide additional Apprenticeship Training Allowance to support apprentices. (*Commitment in Mandate Letter*)

- $3.9 million was provided to maintain a planned increase in apprenticeship training seats. Originally $17,733,000 was provided to fund a total of 5,460 apprenticeship training seats and an additional $340,000 was provided during the year through the Labour Market Development Agreement Stimulus Funding to fund an additional 365 training seats.
- $1.9 million from the Apprenticeship Training Allowance was provided to apprentices to support costs associated with training. Due to the increased demand for apprenticeship training, the Apprenticeship Training Allowance was increased with an additional grant of $123,321 to cover additional needs.
- 5,200 youth apprentices registered in the Saskatchewan Youth Apprenticeship Program, an increase of 1,170 over the previous year.
- 40 scholarships valued at $1,000 each were presented in the first year of the Saskatchewan Youth Apprenticeship Scholarship Program.

Continue to work in partnership with the Ministry of Health and Saskatchewan's post-secondary institutions, investing $7.9 million in 2009-10 to continue training seat expansions announced in 2008-09 for registered nurses (RNs), psychiatric nurses, medical diagnostic professionals and physicians. (*Commitment in Ministry of Health's Mandate Letter and 2007 Throne Speech*)

- $14.3 million was invested between 2008-09 and 2009-10 to support the expansion of health care training seats. Funding in 2009-10 accommodated expanded numbers as the first cohorts moved into the second year of their programs.

Continue to deliver the Targeted Initiative for Older Workers (TIOW) to assist unemployed older workers to re-enter the workforce.

- $1.2 million was allocated to contracts with nine organizations, resulting in training for 165 individuals. All the contracts were completed in April 2010.
- An additional $1.1 million over three years was provided by the federal government through an amendment to the TIOW Agreement. The total amount of this Agreement is now $3,532,182.

Deliver the Workplace Essential Skills Saskatchewan (WESS) pilot to provide funding for industry and post-secondary partners to assist job seekers and existing employees in developing essential skills.

- $973,581 was allocated to contracts with 12 organizations to deliver 14 projects throughout the province. As a result, 330 individuals are receiving training as contracts span two fiscal years.

Continue to support adult learners with disabilities through:

- the Employability Assistance for People with Disabilities Program, which helps increase employability skills.
  - $4.8 million was provided to disability-related supports for 1,353 individuals. An additional $894,000 was provided to eight agencies to provide vocational counselling for adults with disabilities.

- $4.5 million was committed to the Workforce Development Fund to support 1,591 opportunities for adults with disabilities to prepare for, obtain and maintain employment. This investment includes the Supported Employment Transition Initiative which provided funding for job coach training, employer education and the transition of 68 individuals to community employment.
- $65,000 in funding was approved for the University of Saskatchewan to create a central repository of alternate format learning materials for students with perceptual disabilities. These materials are anticipated to be available by Fall 2010 for students at all public provincial post-secondary institutions.

Supports to students with disabilities include:

- $61,000 was provided through the Student Employment Experience (SEE) program to the Saskatchewan Association for Community Living to facilitate employment experience and supports for 41 students with disabilities.
- The Canada/Saskatchewan Student Grant for the Accommodation of Students with Permanent Disabilities[1] provided $1.1 million for 287 grants, which were given to 258 students.

Work with regulatory bodies and other ministries to implement Chapter 7 of the Agreement on Internal Trade to work toward the goal of full labour mobility.

- On December 1, 2009, Saskatchewan introduced *The Miscellaneous Statutes (Labour Mobility) Amendment Act, 2009*. The legislative amendments facilitate labour mobility by ensuring occupational regulatory legislation permits those bodies to recognize individuals licensed in another jurisdiction without additional assessment, education, examination or work experience.

Pursue new partnerships with sector groups and employers for workforce recruitment initiatives and explore improvements and enhancements to saskjobs.ca.

- A partnership with the Saskatchewan Arts Board resulted in the Entrepreneurial Training Program which is designed to provide participants with the necessary skills, tools, self-awareness and networking resources to turn their arts-related careers into sustainable, revenue-generating businesses.
- AEEL partnered with a variety of organizations to promote career and employment including the Assemblée Communautaire Fransaskoise (participation at the World Acadian Congress in New Brunswick) and the Lloydminster Construction Association ("Try a Trade" Expo held in Lloydminster).
- The "Business Incubation" Project with Saskatoon Ideas Inc. supported the growing demand for business incubation services in the region.
- Plans for enhancements to saskjobs.ca were developed including: improvements to site security, provision for employers to send "post cards" to prospective employers and improvements to search abilities on the resume bank.

1 On August 1, 2009, this grant was renamed the Canada/ Saskatchewan Student Grant for Services and Equipment for Persons with Permanent Disabilities. Eligibility criteria remain the same.

Implement service integration arrangements within the Ministry to improve access to information and services for clients in smaller centres in the province.

- Rapid Response Teams, comprised of representatives from Service Canada, Career and Employment Services, Labour Standards and Immigration, were established to offer information and expertise on program and services available to businesses and individuals impacted by the economic downturn. These services were offered to and accepted by 37 businesses.
- Three offices (Swift Current, Weyburn and Yorkton) integrated staff from the Labour Standards Branch, Occupational Health and Safety Branch and Career and Employment Services.

Undertake a comprehensive consultation process to inform the development of a new policy framework to advance the status of women in Saskatchewan.

- Consultations to inform government on the status and priorities of Saskatchewan women were completed. Consultations were held in Regina and Saskatoon with 42 community stakeholder groups.
- Development of a new policy framework to further engage and collaborate with internal government processes was deferred to 2010-11.

Additional Results

- The Saskatchewan Labour Market Commission presented its final report to the Ministers of Advanced Education, Employment and Labour and Enterprise Saskatchewan in July 2009. The Ministry, in partnership with Enterprise Saskatchewan, is developing a provincial Labour Market Strategy using the Commission's report as a foundational document.
- The table below outlines final data for enrolments and completions for programs funded by the Ministry to the end of 2008-09 fiscal year. There is a one year lag in reporting final data due to differences in fiscal and academic years.

Program Enrolments and Completions

	2004-05		2005-06		2006-07		2007-08		2008-09	
	Enrol.	Compl.	Enrol.	Compl.	Enrol.	Compl.	Enrol.	Compl.	Enrol.	Compl.
JobStart/Future Skills[1]	3,253	2,775	4,235	3,673	5,680	5,111	4,433	3,814	3,860	3,152
Adult Basic Education (ABE)[2]	5,217	3,293	5,364	3,195	5,709	3,271	6,245	3,484	8,818*	5,538
Trades and Skills Centres (Regina and Saskatoon)[3]	N/A	N/A	N/A	N/A	N/A	N/A	248	191	262	184

Note: Completions include individuals who fulfill the requirements for non-credentialed programs and/or modules, short courses and basic education (this includes graduates).

Data Sources:

1 JobStart/Future Skills Follow-up Survey completed by SIAST, the Regional Colleges, SIIT and DTI 60 to 90 days after completion of every program and project submitted to AEEL
2 Adult Basic Education Follow-up Survey completed annually by SIAST, the Regional Colleges, DTI and SIIT and submitted to AEEL
3 Trades and Skills Centre Follow-up Survey completed monthly by both Regina and Saskatoon Trades and Skills Centres
* Approximately 6,500 full-time and 2,300 part-time learners; part-time learners were not included in surveys prior to 2008-09

- 10,690 individuals participated in workforce development programs and services, delivered through community-based organizations and institutions. These programs and services provide:
  - basic employability skills, life skills, workplace literacy and other essentials needed to attain employment;
  - individualized employment supports for persons with disabilities or other barriers to sustain employment;
  - parent initiatives to access community and other resources to secure employment; and,
  - access to programs to assist individuals who have been in the penal system to gain and maintain employment.
- The Labour Market Development Agreement (LMDA) was signed in 1998 and provides the Province with approximately $38 million annually for labour market programs and services for employment insurance (EI) clients. The programs and services delivered under the LMDA are reported annually to Parliament through the *Employment Insurance: Monitoring and Assessment Report*. Under the Canada-Saskatchewan Labour Market Development Agreement, EI clients continued to receive access to a wide range of programs and services to assist them to become re-employed. In 2009-10, over 6,050 EI clients have returned to work as compared to 4,687 EI clients in 2008-09.
- The Canada-Saskatchewan Labour Market Agreement (LMA), signed in February 2008, provides Saskatchewan with approximately $90 million over six years to fund labour market programs and supports for individuals who don't qualify for assistance under The Employment Insurance Act. Eligible individuals include those who are unemployed and/or lack basic education or skills. In 2009-10, the province delivered programs and services that included foundational skills, skills training, workforce development and learner supports. The programs and services delivered under the LMA will be reported publicly and to the federal government in Fall 2010. Results for 2008-09 can be found at the following URL: www.aeel.gov.sk.ca/canada-sk-labour-market-agreement-performance-measures-annual-report-2008-09.
- In 2009-10, Saskatchewan invested an additional $13.8 million from federal economic stimulus funds in training and employment programs to help those affected by the economic downturn. $9.3 million was used to increase capacity in programs and services targeted to Employment Insurance (EI) eligible clients under the LMDA including income support programs (Skills Training Benefit and Provincial Training Allowance) and Skills Training (Adult Basic Education, Skills Training Benefit and Apprenticeship training). A proportion of this funding also directly benefited employers directly through initiatives such as training spaces for apprentices hired by employers to meet their labour demands and regional partnerships that provide employers with funding to undertake planning and recruitment activities. Additional funding of $4.6 million was targeted for individuals who did not qualify for assistance under The Employment Insurance Act. These initiatives included on-reserve ABE and Workplace Essential Skills. Almost 50 per cent of the $4.6 million in funding was dedicated to programming for First Nations and Métis people through initiatives such as on-reserve ABE, job coaches at SIIT and DTI, and Workplace Essential Skills.

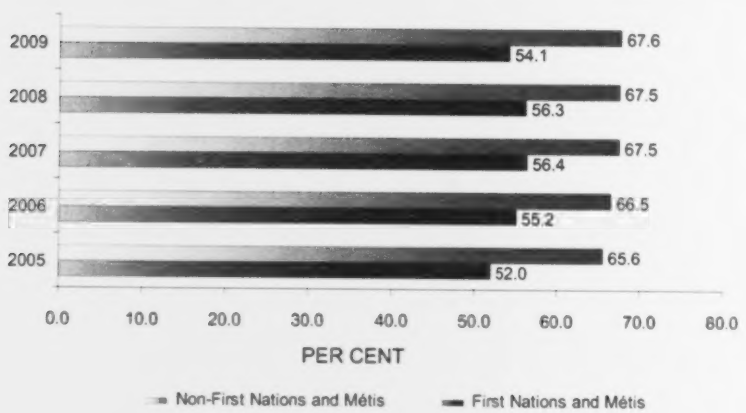
Increase education levels and labour market participation of First Nations and Métis people to meet existing and future labour market demand

Achievement of representative First Nations and Métis participation in the labour force is a key objective for the Ministry and for the Government, both as an economic and social imperative. The employment rate of First Nations and Métis reflects the progress made to date.

The graph below identifies employment rates for First Nations and Métis and non-First Nations and Métis populations and shows that a smaller proportion of First Nations and Métis peoples are employed in Saskatchewan compared to non-First Nations and Métis peoples. Employment rates are collected for Statistics Canada's Labour Force Survey and reflect employment rates for individuals living off-reserve only. On-reserve employment rates are only available every five years through Statistics Canada's Census of Population.

Increased First Nations and Métis employment is critical for government's goal of sustaining economic growth. Between 2005 and 2009, an increase in employment rates for First Nations and Métis people suggested that First Nations and Métis people are more active in Saskatchewan's economy. However, the gap in employment rates between First Nations and Métis and non-First Nations and Métis remains. One of the factors that results in lower First Nations and Métis employment rates is lower levels of educational attainment.

Employment Rate of Saskatchewan First Nations and Métis and non-First Nations and Métis Populations, 15 years and over, 2005 to 2009



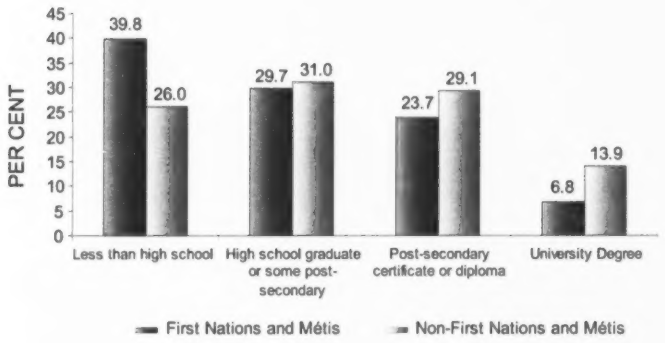
Source: Statistics Canada, Labour Force Survey

Note: Statistics Canada's Labour Force Survey is the most reliable source of annual Aboriginal labour force characteristics, but includes information for off-reserve First Nations and Métis peoples only. The employment rate for the non-First Nations and Métis population is based on a larger sample size and therefore has a higher degree of statistical reliability than that for First Nations and Métis peoples.

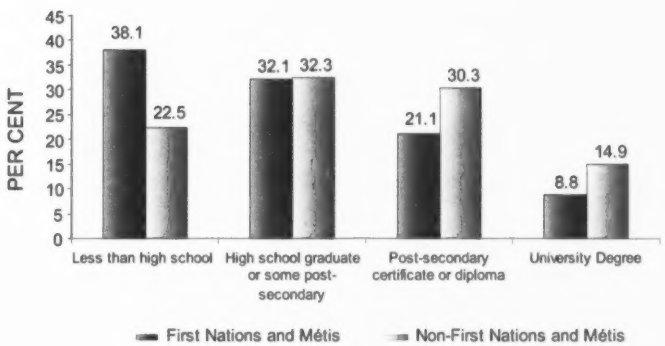
The charts below reflect the educational attainment rates for the province's First Nations and Métis and non-First Nations and Métis populations and show the differences in the level of educational attainment of the two groups between 2005 and 2009. Educational attainment data is collected by Statistics Canada's Labour Force Survey and reflects the educational attainment of individuals living off reserve only. On-reserve educational attainment data is only available every five years through Statistics Canada's Census of Population.

Higher educational attainment is an important factor in gaining and maintaining employment and thus supports government's goal of sustaining economic growth. Individuals with higher levels of educational attainment are more likely to have higher wages, sustained employment, shorter periods of unemployment and better health outcomes. However, because education levels change slowly over time, data should be analyzed over a period of time. The First Nations and Métis population continues to lag behind the non-First Nations and Métis

Educational Attainment of Saskatchewan First Nations and Métis and Non-First Nations and Métis populations, 15 years and over, 2005



Educational Attainment of Saskatchewan First Nations and Métis and Non-First Nations and Métis populations, 15 years and over, 2009



Source: Statistics Canada, Labour Force Survey

Note: Statistics Canada's Labour Force Survey is the most reliable source of annual Aboriginal labour force characteristics, but includes information for off-reserve First Nations and Métis people only. The educational attainment for the non-First Nations and Métis population is based on a larger sample size and therefore has a higher degree of statistical reliability than that for First Nations and Métis peoples.

population in the completion of high school and post-secondary education. With a young and growing First Nations and Métis population, it is essential that supports are in place to help ensure increasing numbers of First Nations and Métis youth complete high school, are successful in post-secondary education and enter the workforce.

Government can influence these measures by supporting an educational system that promotes transition to post-secondary education and to employment and that supports successful attainment of post-secondary knowledge and skills. Elements of an effective post-secondary system include accessible programs and services, an array of support services (financial and non-financial) and strategies for successful labour force attachment.

Results

Develop a First Nations and Métis Involvement and Inclusion Strategy to improve education and employment outcomes of First Nations and Métis people. (*Commitment in Mandate Letter, 2007 Throne Speech and 2008 Throne Speech*)

- In 2009-10, AEEL developed a new approach to allocating funds for skills training that incorporates specific targets for First Nations and Métis people, announced in the 2010-11 budget. It also worked in partnership with industry and the federal government in establishing the Bridges and Foundations Project through the federal Aboriginal Skills and Employment Program.
- AEEL focused on supporting improved governance at First Nations University of Canada through performance based funding and through participation in the development of a multi-party memorandum of understanding under which First Nations University will operate for the next four years.
- In partnership with the Public Policy Forum, AEEL hosted a Summit on the Future of Aboriginal Post-Secondary Education in Saskatchewan.

Target existing funding of $5.9 million for Aboriginal workforce development to support employment initiatives developed by community-based organizations. (*Commitment in Mandate Letter, 2007 Throne Speech and 2008 Throne Speech*)

- $6.1 million in contracts were awarded to provide 2,600 Aboriginal people with opportunities to participate in a variety of activities such as student employment experiences, career counselling, skills training and income support, job coaching and mentoring, employability skills development, indenturing, upgrading, safety training and access to driver training.
- An ongoing key investment is the Construction Careers Centres operated by Saskatchewan Indian Institute of Technologies and now located in seven locations in the province.
- Other projects include:
  - "Step into Health Careers" initiative, in partnership with the Gabriel Dumont Institute Training and Employment, provides income support and training for participants to obtain employment with the Saskatoon Health Region.
  - Construction Worker Preparation program in Meadow Lake in partnership with Makwa Sahgaiehcan First Nation and the Meadow Lake Tribal Council to assist participants to prepare for employment in construction.

- "Ready to Work: Tourism Careers" program in partnership with the Saskatchewan Indian Assessment and Training Group (SITAG) to help participants gain skills for a career in the retail and service areas of the tourism industry.

- AEEL has been working closely with Indian and Northern Affairs Canada to strengthen implementation of processes to support federal social assistance clients living on reserve to achieve sustainable employment. As well, these processes will assist First Nations people to build their own capacity to develop and deliver employment services.

Provide on-going operating and programming funding for the Saskatchewan Indian Institute of Technologies (SIIT) and $2.0 million in 08-09 capital funding.

- $1.2 million in operating funding and $2.6 million in programming funding was provided for SIIT. Programs funded include Adult Basic Education and Skills Training for about 2,000 full-time students.

- $600,000 in funding was provided for six Job/Life Coaches and Program Coordinators at Dumont Technical Institute (DTI) and Saskatchewan Indian Institute of Technologies (SIIT). These funds, available through the Strategic Training and Transition Fund portion of the Labour Market Agreement, enabled the Ministry to support DTI and SIIT in delivering Enhanced Learner and Employer Support Services.

- $25,000 in Centennial Merit Scholarship funding was provided, which SIIT matched from its corporate fundraising activities.

Continue to fund delivery of Adult Basic Education on-reserve through Saskatchewan regional colleges and SIIT.

- $2.4 million was allocated to regional colleges and $0.5 million to SIIT to deliver Adult Basic Education on-reserve. To mid-April 2010, regional colleges had enrolled 561 individuals in on-reserve programs. To January 1, 2010, SIIT had enrolled 149 individuals. Final completion rates will not be known until after the program year ends in June. In 2008-09, the completion rate was 73 per cent (406 individuals out of 556 enrolments) for the regional colleges while the completion rate was 42 per cent per cent (39 individuals out of 93 enrolments) at SIIT. The completion rate in 2008-09 for all institutions was 63 per cent (ABE Follow-up Survey results).

Deliver nursing and health education opportunities through the Northern Nursing Education Program and the Northern Health Science Access Program. (*Commitment in Mandate Letter and 2007 Throne Speech*)

- $2.0 million was provided for these programs to provide training opportunities for 64 individuals pursuing nursing and health sciences education.

Provide operating and program funding to the Gabriel Dumont Institute (GDI), Saskatchewan Urban Native Teacher Education Program (SUNTEP) and the Dumont Technical Institute (DTI).

- $2.0 million was provided in an operating grant to GDI to support education and training opportunities for approximately 850 learners.

- $2.8 million was provided in an operating grant for SUNTEP which was used in part to fund 198 training opportunities.

- $1.3 million was provided in an operating grant to DTI to provide technical, vocational and adult basic education to Métis learners.

Deliver education, arts and science learning opportunities to northerners through the Northern Teacher Education Program (NORTEP) and the Northern Professional Access College (NORPAC).

- $2.9 million was provided to NORTEP and NORPAC to fund 119 learning opportunities in the North.

Support increased access, participation and success of First Nations and Métis people in apprenticeship training and skills development.

- $361,190 was provided from the Saskatchewan Apprenticeship and Trade Certification Commission for eight projects under the Aboriginal Apprenticeship Initiatives Program. The results included the direct training of 50 Aboriginal apprentices, the introduction to the trades via a mobile training lab for 134 individuals, and the introduction of the Saskatchewan Youth Apprenticeship Program to 135 high school students.

Provide training and skills development opportunities for First Nations and Métis people in northern Saskatchewan in partnership with the federal government and the resource industry, under the four-year Northern Career Quest Partnership.

- $608,317 was provided to Northern Career Quest for training allowances for 201 students. In addition, $401,785 of Northlands College's existing budget was allocated as provincial partnership funding for skill training programs. In its first two years, funding from federal, provincial, and industry partners has enabled Northern Career Quest to provide for 757 training opportunities and assist 348 clients in gaining employment. The goal over four years is to achieve 1,500 training enrolments and 750 employment opportunities.
- AEEL worked with northern communities, agencies, other Ministries and industry to identify employment and training opportunities for First Nations, Métis and other northern Saskatchewan residents through a number of partnerships including Northern Career Quest, Northern Labour Market Committee, Athabasca Economic Development and Training Corporation in the far north, Northern Apprenticeship Committee, Northern Health Sector Training Subcommittee, Mineral Sector Steering Committee, Keewatin Career Development Corporation, Gary Tinker Federation for the Disabled Inc., and Northern Industrial Career Centre.
- $1.6 million was allocated for training initiatives for people in northern Saskatchewan including:
  - $600,000 as AEEL's annual commitment to the renewed Multi-Party Training Plan (MPTP) for the Northern Mineral Sector. Under Phase IV, AEEL, industry and other funding partners commit to funding $12.7 million from July 1, 2009 to June 30, 2014 to meet the skill needs of the northern Saskatchewan mineral sector. In 2009-10, MPTP funding supported eight students in professional science scholarships, 33 students in technical, trades and basic education, and 181 students in part-time workplace education and employment readiness training. Ninety per cent of students were of First Nations ancestry.
  - $470,000 to fund training programs to meet emerging labour market needs focusing on health careers access, literacy, and apprenticeship as well as support for on-line training.
  - $247,500 to fund the upgrading components of quick skills and training programs to increase the success of northern students.

- $214,000 towards a Bachelor of Arts in Northern Studies offered through Northlands College in partnership with the University of the Arctic and the University of Saskatchewan.
- $66,500 to the Northern Apprenticeship Committee, a joint training council which supported over 270 northern Saskatchewan apprentices in accommodation and tutorial support and employment linkages. Eighty-nine per cent of clients were of First Nations ancestry.

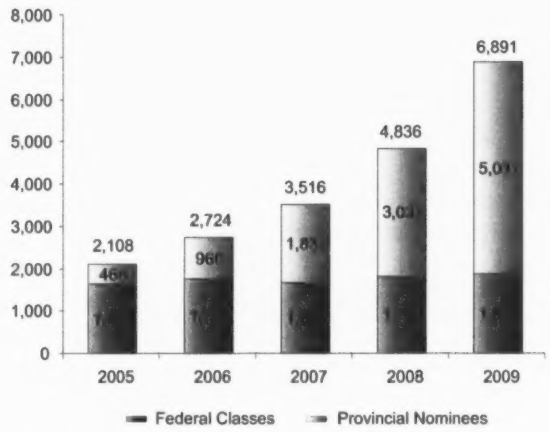
Pursue new and/or enhanced local partnerships with First Nations for employment services to enable the successful and equitable participation of First Nations and Métis people in Saskatchewan's economy.

- The Ministry partnered with Gabriel Dumont Institute (GDI) for the provision of financial assistance for 39 Métis students with EI eligibility.
- A new funding partnership was established with SITAG to provide employment co-ordinators who will work with employers to identify job opportunities for unemployed First Nations living on reserve and career advisors to assist those living on reserve to develop a career action plan.

Support increased attraction and retention of newcomers to Saskatchewan

Immigration is an important component to sustaining economic growth. Newcomers contribute to community renewal by bringing their energy and ideas to their new home communities, help to address labour force shortages and stimulate economic investment. Efforts to attract immigrants and assist their settlement in Saskatchewan have resulted in increasing numbers of immigrants residing in the province. Immigration has played a large role in increasing Saskatchewan's population. The chart below illustrates the impact the provincial Saskatchewan Immigrant Nominee Program (SINP) has had in drawing immigrants to the province.

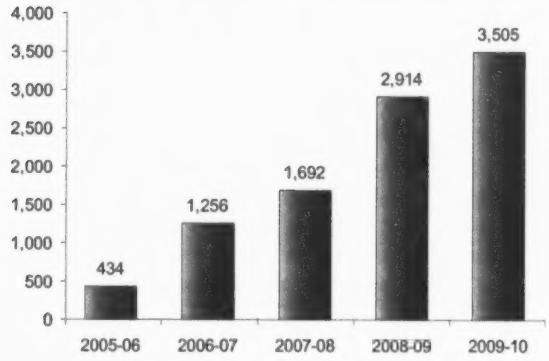
New Permanent Residents (Landings), Saskatchewan, 2005 to 2009



Source: Citizenship and Immigration Canada

Note: 2009 figures are preliminary. Historical figures are periodically updated by Citizenship and Immigration Canada.

SINP Nominations, 2005-06 to 2009-10



Source: Immigrant Services Division

Note: Unless otherwise indicated, all figures are actuals.

* The figure of 2,800 for 2008-09 published in the 2009-10 Plan was preliminary.

This chart illustrates the level of activity in the SINP. The SINP attracts skilled workers, entrepreneurs and their families by linking them with employment and economic development opportunities and, in doing so, supports the government goal of sustaining economic growth. There are multiple factors that influence the number of applications and subsequent nominations under the SINP and as a result impact immigration rates to the province. These factors include availability of jobs, size of immigrant cultural group and awareness of the SINP.

The SINP had 3,505 nominations in the 2009-10 fiscal year. SINP data is collected by the Ministry. The Ministry has a moderate level of influence on this measure as it is in part dependent on the involvement of the federal government and cooperation of participating employers.

Results

Implement a new immigration strategy to respond to the province's demographic and labour needs, attract economic investment, and foster more diverse, dynamic, and cosmopolitan communities.

- The comprehensive immigration strategy was announced on June 19, 2009. The strategy was developed through consultation with over 300 immigration stakeholders in 2008. The increased funding for the immigration strategy included $2.0 million in incremental funding for 2009-10.
- Substantial progress has been made in implementing the strategy, including changes designed to attract greater investment in Saskatchewan, improving newcomers' programs and services, and new initiatives to better protect foreign workers. Some of the highlights include:
  - Creation of a new hub office in Saskatoon which will be the central office for the Entrepreneur and Farm Unit and will also be a full service office dedicated to providing information related to all SINP program categories;
  - Implementation of three new entrepreneur streams;
  - Development of nine new settlement and integration programs; and,
  - Creation of a Program Integrity Unit to assess and/or refer complaints related to the mistreatment of foreign workers and to ensure quality assurance in provincial immigration programs and service delivery.

Enhance the SINP Entrepreneur streams to provide more opportunities for investors and attract more investment and create more jobs in Saskatchewan.

- A new business processing tool was launched on October 1, 2009 based on stakeholder feedback which will result in significantly faster application processing

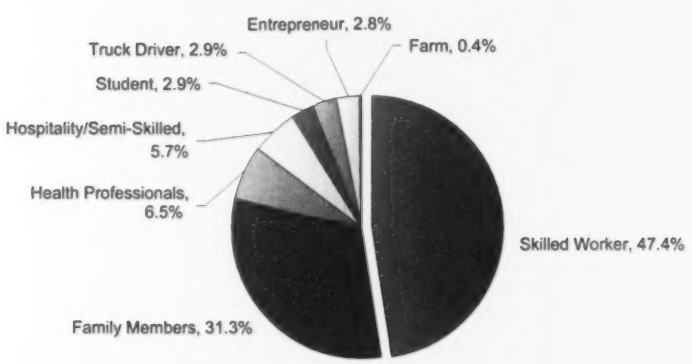
times (e.g. six-month processing times) and is projected to result in 250 nominations by the end of 2010. This volume of nominations is anticipated to lead to the creation of approximately 900 jobs.

- 81 entrepreneurs and farmers were nominated in the Entrepreneur and the Farm Owner/Operator categories.
- New priority processing streams for the Entrepreneur Category and the Farm Owner/Operator category were announced on October 1, 2009. They are the Science and Technology Stream; the Young Farmer Stream; and, the Large Investor Stream ($10.0 million or more active investment). Work is underway to introduce a new First Nations and Métis Partnership Stream and a Business Succession Stream. A successful pilot project has been implemented to match nominees with business owners who wish to sell their businesses and retire.
- Nominees from the Entrepreneur and Farm program contributed approximately $14.6 million worth of investment in Saskatchewan.

Deliver the SINP to target 3,400 nominations, or potentially 9,600 new immigrants in 2009-10.

- 3,505 nominations (3,424 skilled worker nominations and 81 Entrepreneur nominations) were approved under the SINP out of 5,103 applications. The number of nominations is an increase of approximately 20 per cent over the previous year and is expected to result in almost 10,000 newcomers arriving in the 18 months following 2009-10. The number of SINP applications increased almost 33 per cent compared to 2008-09.
- The average time to process a nomination has decreased to 4.4 months for all categories, down 15 per cent over the previous year.
- The top three source countries for SINP nominees in 2009 were the Philippines, China and Ukraine.
- The top three destinations in Saskatchewan for SINP nominees in 2009 were Saskatoon, Regina and Lloydminster.
- The chart below illustrates SINP nominations by category.

SINP Nominations by Category, 2009



Source: Immigrant Services Division

Introduce a new information database and online application processing capabilities to improve processing times and quality of applications received.

- The new immigration information database, implemented December 2009, consolidated various databases. It has enhanced reporting abilities and improved efficiency for communicating with applicants and clients. It has also enhanced customer service, as applicants are able to track the progress of their applications on-line.

Implement a new settlement and integration delivery model to more effectively respond to increased immigration.

- Regional Newcomer Gateways opened their doors in Regina and Saskatoon, the first of a total of 11 Gateways to be established. Gateways will be a first stop for new immigrants who need information to help facilitate their settlement or require a referral for services. A new Community Connections program was also established to fund short term community-based projects ranging from cultural festivals to recreational projects.
- The Stage 1 English program was introduced. This program will provide neighbourhood-based English as a Second Language programming for up to 350 immigrants in Saskatoon and Regina. Support for development of a Pan-Canadian Framework for the Assessment and Recognition of Foreign Qualifications was provided and a complementary provincial implementation plan developed. A new Bridge to Licensing Program to provide funding for projects that improve qualifications recognition processes was initiated.

Establish an International Education Council for a more coordinated and concerted approach to international education in Saskatchewan.

- The work to establish an International Education Council was undertaken in 2009-10. The Council will facilitate a more coordinated and concerted approach to international education in Saskatchewan and will be operational in 2010-11.
- AEEL provided funding to SIAST and the University of Saskatchewan to participate in a Canadian education fair in Vietnam.

Enhance the integrity of the immigration program to protect newcomers.

- A Program Integrity Unit (PIU) was created to improve the protection of the rights of foreign workers and review issues concerning their treatment in the province.
- A Protective Measures Committee comprised of members from the PIU, Labour Standards, Occupational Health & Safety and Career and Employment Services, was established to identify policy and service gaps related to the protection of foreign workers.
- A Procedural Fairness Policy was implemented to ensure the PIU's complaint review proceedings are administered in a transparent and consistent manner for all clients and stakeholders.
- Employment-related Information Fact Sheets for Immigrants and Temporary Foreign Workers were developed. These fact sheets provide information on labour standards, occupational health and safety, working in Saskatchewan and on what to do if injured at work.

Additional Results

- A provincial inter-ministerial table on immigration has been established to facilitate information sharing among ministries involved in human service delivery and to ensure that there are adequate public services, government-wide, to respond to increased immigration.
- A Memorandum of Understanding (MOU) was signed with the Government of Vietnam to facilitate the recruitment of immigrant workers.
- The Ministry is working with the Government of the Philippines to renew a MOU to facilitate the recruitment of immigrant workers.
- The Ministry worked with partners including the Regina Regional Opportunities Commission, the Saskatoon Regional Economic Development Authority, and First Nations and Métis communities on initiatives to facilitate entrepreneur immigration as well as new investment and business opportunities.

Ensure accessibility and affordability of post-secondary education

Research shows that individuals with higher levels of educational attainment are more likely to have higher wages, higher rates of employment, sustained employment, shorter periods of unemployment and better health outcomes. Education is also a key component to productivity growth, which in turn results in a higher standard of living, and supports the government goal of sustaining economic growth.

Affordable tuitions, access to a range of financial supports and an integrated and geographically accessible system directly support individuals to enter and successfully complete post-secondary education.

Results

Provide capital funding so the post-secondary system can increase the accessibility of educational opportunities:

- $25.1 million for continued facility maintenance at public institutions, a 12 per cent increase over 2008-09;
- $4.1 million to fund principal and interest costs on previously approved borrowing at the universities;
- $4.4 million for renovations to accommodate health care program expansion;
- $5.4 million for renovations to Cumberland Regional College and to develop a centre for Literacy, Workplace Essential Skills and Adult Basic Education;
- $4.0 million for Carlton Trail Regional College to relocate to the new high school in Humboldt; and,
- $9.8 million in new funding for the Vaccine and Infectious Disease Organization's International Vaccine Centre (Intervac) on the University of Saskatchewan campus. (*Commitment in 2008 Throne Speech*)

- $13.8 million was allocated in the 2009-10 budget for post-secondary institution capital investments. This funding, along with $26.4 million in economic stimulus funding in February 2009, $5.3 million in supplementary provincial funding and additional contributions from institutions, was used to leverage $57.3 million in federal funding through the Knowledge Infrastructure Program.

Develop a vision and framework for Saskatchewan's post-secondary system.

- The Ministry will undertake a review of regional colleges in 2010-11.

Together with the Ministry of Health, support the development of a Northern Health Strategy and an Academic Health Sciences Strategy for southern Saskatchewan.

- $2.0 million was provided, with the Ministry of Health, for Saskatchewan Academic Health Sciences Network (SAHSN) to develop a plan for distributive medical and nursing education. This includes a strategy to expand medical undergraduate and postgraduate training in southern Saskatchewan and the expansion of health sciences education in the North.

Develop and implement a nursing education strategy for Saskatchewan.

- SAHSN was contracted to develop a Nursing Education Strategy. The project has two phases: Phase One made recommendations on the delivery of RN education in the province; and, Phase 2 was structured to develop guiding principles for all nursing education.
- Beginning in 2011, the Nursing Education Program of Saskatchewan (NEPS) will be replaced by two new provincially based nursing degree programs delivered by the University of Saskatchewan and the University of Regina/SIAST partnership.

Provide $23.5 million to enable universities to limit tuition increases to an average of three per cent. (*Commitment in Mandate Letter and 2007 Throne Speech*)

- The increase in university tuition averaged approximately three per cent in 2009-10.

Expand and implement year two of the Graduate Retention Program (GRP) by reimbursing up to $18.5 million in tuition costs to graduates who stay in or come to the province. (*Commitment in Mandate Letter, 2007 Throne Speech and 2008 Throne Speech*)

- The GRP is a refundable income tax credit to rebate up to $20,000 of tuition fees paid by post-secondary graduates who choose to live in Saskatchewan for seven years after graduation.
- From April 1, 2009 to March 31, 2010, 8,558 GRP rebate certificates were issued to students who graduated in 2009, valued at over $76.5 million. Approximately $18.5 million in rebates were issued for the 2009 taxation year, which includes rebates to graduates from 2008 and 2009.

Enhance student loan funding by $2.2 million to provide grants for low and middle income students in one-year programs and low income families with dependents aged 12 to 18, increase the provincial maximum weekly loan limit from $110 to $140 per week of study, and increase the Saskatchewan Student Bursary to maintain debt levels at $210 per week of study. These changes coordinate the Saskatchewan Student Loans Program with the Canada Student Loans Program.

- $10.4 million from the Saskatchewan Student Bursary program was awarded to 4,847 students.

- $169,691 in Saskatchewan Student Grants for Persons from Low-Income Families, Persons from Middle-Income Families or Low-Income Students with Dependant Children were awarded to 224 students.

Continue to administer the Canada-Saskatchewan Integrated Student Loans Program, which provides over $100 million annually to approximately 12,000 students in the form of federal and provincial loans, grants and bursaries.

- Over 10,700 full-time Canada-Saskatchewan Integrated Student Loans (10,718 Canada Student Loans and 10,762 Saskatchewan Student Loans) were approved with over $94.3 million in assistance authorized. These figures reflect activity during the fiscal year and not the loan year which runs from August 1 to July 31.
- The total student financial assistance provided, including grants, bursaries, debt management tools, part-time loans and other awards, exceeded $128.0 million.
- Participation in the student loan program was consistent with the previous year. The program changes introduced by the federal government in the 2009-10 loan year provided students with more financial assistance in the form of non-repayable grants, therefore reducing the value of Canada Students Loans (CSL) authorized. The increase to the Saskatchewan Student Loans (SSL) limit increased the value of SSL authorized, however, with the introduction of new provincial grants applied after a student's period of study, student debt load will remain the same.

Provide $0.4 million to implement the Repayment Assistance Plan (RAP), which will replace the current Interest Relief Program and the Debt Reduction in Repayment program. RAP will provide assistance to borrowers who are having trouble in repayment by allowing them to make affordable payments.

- RAP was implemented August 1, 2009. At the end of the fiscal year, there were 2,379 new program borrowers for a total of $212,578.

Administer scholarships to over 2,000 students, including the Centennial Merit Scholarship, Queen Elizabeth Scholarships and French language bursaries.

- $2.2 million in scholarships was awarded to over 1,800 students. The exact number of students is unavailable as the number of Centennial Merit Scholarships is determined by the institutions.

Implement the Saskatchewan Scholarship of Honour, which recognizes Saskatchewan men and women who have served on operations with the Canadian Forces and the families of those who have been severely injured or have made the ultimate sacrifice. (*Commitment in 2008 Throne Speech*)

- $70,000 was awarded to 14 individuals through the Scholarship of Honour.

Provide $2.8 million in new funding for the Provincial Training Allowance (PTA) to mirror increases for shelter costs and energy rates in income support programming and continue to administer the PTA to 5,000 students.

- 4,721 students received the PTA, which provides income-support for low-income people taking basic education and short skills courses to help them move into employment and for post-secondary education. In addition, students received increased monthly support for living costs.

Provide $1.3 million from the federally funded Community Development Trust Fund to support Adult Basic Education and skills training opportunities.

- 137 training opportunities for those impacted by the downturn in the forestry sector were made available through courses at Cumberland College, Northlands College and North West College.

Work with stakeholders to continue to enhance Recognizing Prior Learning (RPL).

- Five grants valued at $240,917 were approved to support eight RPL projects.
- 39 participants including staff from regulatory bodies, educational institutions and community based organizations attended two International Credential Assessment Workshops, led by experts from the International Qualifications Assessment Services (IQAS).

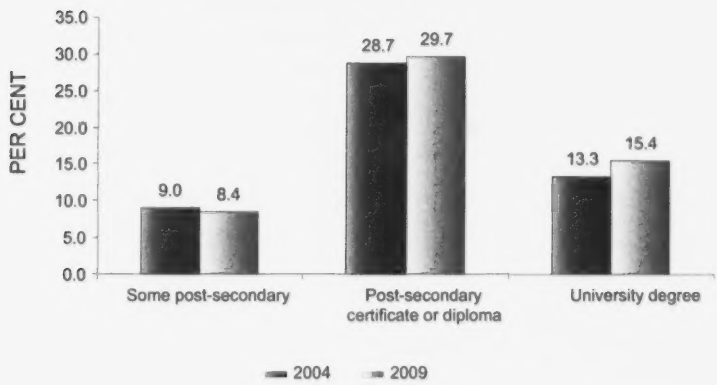
Additional Results

The following chart shows the educational attainment of the Saskatchewan population. Although levels of educational attainment change slowly, it is essential these levels continue to increase for Saskatchewan to maintain a quality, skilled labour force.

Data from Statistics Canada's Labour Force Survey indicate that the proportion of the Saskatchewan population with post-secondary education has risen between 2005 and 2009. The proportion of individuals with a post-secondary certificate or diploma or a university degree has increased. These changes have been influenced by actions put in place by government to support adults and youth to transition into and successfully complete post-secondary education.

Government can influence this measure by supporting a post-secondary system where individuals can access programs, receive the support (financial and non-financial) they need to complete their programs and attach successfully to the labour force.

Proportion of Saskatchewan Population with Post-Secondary Education aged 15 years and over, 2005 and 2009



Source: Statistics Canada, Labour Force Survey

The following table outlines final data for post-secondary enrolments to the end of the 2008-09 fiscal year. There is a one year lag in reporting final data due to differences in fiscal and academic years.

Post-Secondary Enrolments					
	2004-05	2005-06	2006-07	2007-08	2008-09
Regional Colleges[1]	16,631	18,416	19,528	20,182	20,690
Universities[2]	32,532	32,223	31,900	31,550	31,124
SIAST[3]	8,391	7,859	7,847	8,241	7,987
Apprentices[4]	6,817	7,205	8,323	9,632	10,957
Private Vocational Schools (Total)[5]	3,185	3,127	2,548	2,179	1,613

Data Sources:

- University of Regina: University of Regina Fact Book data/Finger Tip Stats, http://www.uregina.ca/orp/FactBookReports/repFingertip09-10_FTE.pdf
- University of Saskatchewan: Student Information System: October Snapshot Data for Regular Session, http://www.usask.ca/isa/statistics/summary_pdfs/Statistical_summary_Feb_2009.pdf
- SIAST 2008-09 Annual Report and October 2009 Census Data for Academic Year 2008-09
- Saskatchewan Apprenticeship and Trade Annual Reports, 2004-05 to 2008-09
- Private Vocational Schools Student Statistics 2004-05 to 2008-09

Notes:

1 This figure is total number of participants attending any program at a regional college, not including Basic Education. The figure for 2007-08 has been restated due to a recalculation.

2 University enrolment for 2009-10 was 31,699.

3 SIAST's enrolments are reported as full-load equivalents (FLEs) and include certificate/diploma, course registrations, and future skills. It does not include Adult Basic Education, apprenticeship training or continuing education programs.

4 The number of apprentices reported include all registered apprentices that received services during the year.

5 Enrolment statistics are no longer collected for Category II schools. Figures in 2008-09 are not comparable to previous years. There are two categories of registered Private Vocational Schools (PVS). A Category I school delivers vocational training to fee-paying students. A Category II school delivers vocational training that is contracted for by a sponsor and not by the students enrolled in the school. Currently, there are 32 Category I and 12 Category II schools registered with the Ministry.

The table below outlines final data for post-secondary graduates/completers to the end of the 2008-09 fiscal year. There is a one year lag in reporting final data due to differences in fiscal and academic years.

Graduates/Completers by Type of Delivery					
	2004-05	**2005-06**	**2006-07**	**2007-08**	**2008-09**
University Degrees	5,350	5,375	5,717	5,671	5,780
University Non Degree Certificates, Diplomas	459	487	507	455	462
SIAST Certificate/Diploma	4,858	4,116	3,714	3,637	3,770
Journeyperson/Proficiency Certificates Issued	1,096	1,164	1,151	1,150	1,235
Private Vocational Schools (Total)	1,343	1,513	1,212	990	887

Data Sources:

- University of Regina: Fall '08 and Spring '09.; http://www.uregina.ca/orp/FactBookReports/Summary1990-2009Conv.
- University of Saskatchewan: Student Information System: Qualification snapshot data for Spring and Fall Ceremonies, http://www.usask.ca/isa/statistics/summary_pdfs/Statistical_summary_Feb_2009.pdf
- SIAST 2008-09 Annual Report and October 2009 Census Data for Academic Year 2008-09
- Saskatchewan Apprenticeship and Trade Annual Reports, 2004-05 to 2008-09
- Private Vocational Schools Student Statistics 2004-05 to 2008-09

The table below outlines the 2009-10 tuition levels compared to previous years:

Tuition Levels					
	2005-06	**2006-07**	**2007-08**	**2008-09**	**2009-10**
SIAST – Two-year Diploma Program	$2,772	$2,910	$3,026	$3,147	$3,336
PVS: Category 11	$6,456	$6,242	$7,075	$6,687	Unavailable
University – Undergraduate2	$5,015	$5,015	$5,015	$5,015	$5,238

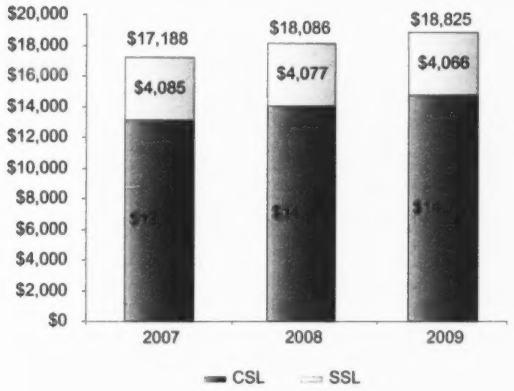
Notes:

1 There are two categories of registered Private Vocational Schools (PVS). A Category I school delivers vocational training to fee-paying students. A Category II school delivers vocational training that is contracted for by a sponsor and not by the students enrolled in the school. Currently, there are 32 Category I and 12 Category II schools registered with the Ministry.

2 University tuition levels are calculations conducted by Statistics Canada. http://www.statcan.gc.ca/daily-quotidien/081009/dq081009a-eng.htm.

The graph below outlines the average student debt on consolidation of CSL, SSL and the combined total loan for all students who received loans from Saskatchewan, including students who studied outside of Saskatchewan upon entering repayment.

Average Student Debt on Consolidation of Canada Student Loans (CSL) and Saskatchewan Student Loans (SSL) Upon Entering Repayment, 2007 to 2009



Promote research and innovation

Research and innovation are important factors for improving economic growth, increasing standards of living and remaining competitive in the global economy. They lead to new forms of knowledge and processes and products that can transform economies. Saskatchewan's post-secondary institutions play a significant role in the incubation of new ideas, which government supports through funding research activities, chairs and programs. Government also supports research within its own ministries and in collaboration with other jurisdictions.

Results

Expand the Mathematics of Information Technology and Complex Systems (MITACS) program for graduate students and post-doctoral fellows to participate in applied research and development internships. Interns are matched with private and public sector organizations in 32 disciplines including physical, life and health sciences, engineering and arts.

- $270,000 to support 29 graduate student internships was approved through the MITACS ACCELERATE Saskatchewan program.

Explore research opportunities outside the university segment of the post-secondary education sector.

- SIAST was approved for Natural Sciences and Engineering Research Council of Canada eligibility, enabling them to apply for applied research grants through the Council.
- SIAST received notice of accreditation for eligibility for Social Sciences and Humanities Research Council of Canada funding. This eligibility enables SIAST to access research funding in the social sciences and humanities areas.

Develop and implement an across-government research and innovation information management system to capture government expenditures in this area.

- The Government of Canada (Statistics Canada) and AEEL entered into an agreement to conduct a *2008-09 Survey of Scientific Activities of Saskatchewan Ministries and Agencies*, which includes 2008-09 data and estimates for 2009-10. The results of this survey are expected in 2010-11.

Support research and innovation activities through the Innovation and Science Fund, the Saskatchewan Health Research Foundation and operation grants to universities.

- $8.0 million was approved to support 40 research projects and four Canada Research Chairs at the University of Saskatchewan.
- $3.1 million was approved to support three research projects at the University of Regina.
- $400,000 in funding was provided to support research projects through the Saskatchewan Health Research Foundation.

Coordinate government sponsored research and innovation activities with Enterprise Saskatchewan.

- Enterprise Saskatchewan and AEEL are working collaboratively on a governance strategy on the future direction and sustainability of a research and innovation management strategy.

Collaborate with Enterprise Saskatchewan and Alberta Advanced Education and Technology in areas of mutual interest and priority. (*Commitment in Mandate Letter*)

- In autumn 2009, a letter of understanding was signed between the Governments of Saskatchewan and Alberta to explore opportunities for collaboration in the areas of quality assurance, credit transfer and research and innovation.

Additional results

- $600,000 was provided to the Public Policy Forum to establish a Western Canadian office in Regina.

The Ministry of Advanced Education, Employment and Labour supports Government's goal to Secure Saskatchewan as a safe place to live and raise a family where people are confident in their future, ensuring the people of Saskatchewan benefit from the growing economy.

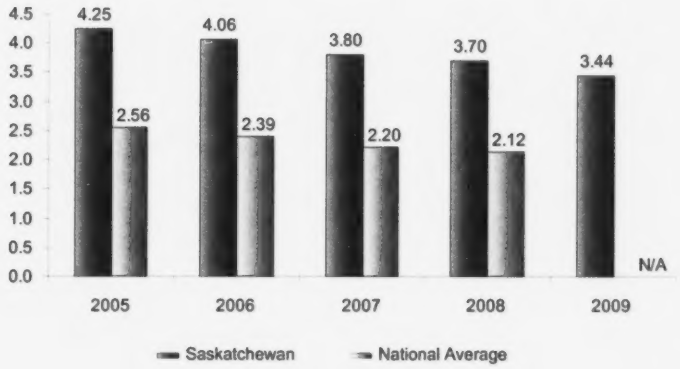
Foster productive, safe and competitive workplaces

Productive, safe and competitive workplaces are a key contributor to economic growth and prosperity. Work environments that meet labour standards and use best practices related to occupational health and safety are able to focus on the elements of their businesses that make them competitive, while also reinforcing core tenets of Saskatchewan's culture.

This measure provides an indicator of the relative number, type and severity of injuries for most workplaces in comparison to the average for the rest of Canada by measuring the number of lost-time injuries (workplace injuries that result in time away from work) reported to, and accepted by, the Workers' Compensation Board (WCB) per 100 full-time equivalent workers. A reduction in the number of lost-time claims indicates fewer workers being injured or becoming ill on the job. The data is based on WCB statistics, focuses on traumatic events such as injuries rather than illnesses, and does not cover all workers. Different industries have different reported injury rates, and changing demographics and rapid industry growth influence workplace injuries and illnesses which can affect the overall rate.

While the workplace time-loss injury rate shows a continual decrease from 2002 to 2009, Saskatchewan has the second highest workplace injury rate in Canada. With its partners, government helps to influence this rate through public education, establishing requirements for Occupational Health committees and workplace inspections.

Work time-loss injury rates (per 100 workers), Saskatchewan and National Average, 2005 to 2009



Source: Association of Workers' Compensation Boards of Canada (AWCBC) for national rates and Saskatchewan Workers' Compensation Board for Saskatchewan rates

Note: With respect to the calculation of national rates, jurisdictions may update historical figures, resulting in changes to previous years' national rates.

Results

Develop and implement labour legislation that effectively supports a safe, competitive, fair and balanced labour environment. (*Commitment in Mandate Letter and 2007 Throne Speech*)

- *The Construction Industry Labour Relations Amendment Act, 2009* was introduced on March 10, 2009 and then presented to The Standing Committee on Human Services.
- The Minimum Wage Board reviewed the minimum wage and submitted a report to the Minister on December 30, 2009.
- Regulations SR 194/74 (General Regulations under *The University of Regina Act, 1974*) and SR195/74 (General Regulations under *The University of Saskatchewan Act*) were repealed to enable the parties to the collective agreement to bargain directly with each other.
- *The Public Service Essential Services Regulations* came into force on July 10, 2009. These regulations list those services in Executive Government considered essential during a strike.

Determine the content and scope of a provincial minimum age for work regulation through a broad-based public consultative process.

- *The Minimum Wage Regulations* were amended and came into force on August 8, 2009 to establish age 16 as the general minimum age of employment in Saskatchewan. Young people aged 14 and 15 can work under specific conditions including:
  - Obtaining a Certificate of Completion for the Young Worker Readiness Certificate Course (YWRCC). This is the first course of its kind in Canada, and includes an online version for quick and easy completion.
  - Proof of age and written consent from a parent or guardian. The employer must keep these documents on their employee file.
  - Not working more than 16 hours in a school week and not working later than 10:00 p.m. on any day prior to a school day or before school starts on any day.

Incorporate research findings from the Workplace Responsibility System (WRS) review to enhance the WRS. The WRS provides a cooperative structure by which both employers and workers can actively participate to identify and control workplace hazards to eliminate injuries.

- A consultant was contracted to review the effectiveness and impact of various components of the WRS. Data collection is complete and recommendations have been drafted. The final report is expected in 2010-11.

Continue Occupational Health and Safety compliance and best practice strategies to reduce injuries and increase productivity through proactive on-site inspections and the development of educational resources.

- On-site inspections increased by more than 24 per cent to 4,785, the highest number of worksite inspections recorded in over 15 years. About 35 per cent of inspections were of construction sites, an increase of over 37 per cent from 2008-09. This resulted in:
  - 6,262 orders for improvement, an increase of 9.3 per cent over 2008-09;
  - 794 stop-work orders, an increase of 2.4 per cent over 2008-09; and,
  - 55 files forwarded to the Ministry of Justice and Attorney General for prosecutorial review.
  - 5,275 technical services were provided to enhance the management of health hazards associated with occupational hygiene standards, toxicology, ergonomics, radiation and mine safety, and address emerging issues related to workplace conditions and communicable diseases.

- 864 harassment inquiries were responded to, providing assistance to achieve resolution in 243 cases.
- 51 workplace education presentations were delivered on prevention of inappropriate workplace behaviour.
- Occupation health and safety guidelines and publications were developed and revised including: *Health and Safety in Personal Care Homes*; *Group Homes and Related Facilities – A Worker's Guide*; and the *Best Practice Guidelines for Occupational Health and Safety During Pandemic Influenza*.
- 95 per cent of Saskatchewan workers in provincially regulated workplaces (with 10 or more workers) are covered by an Occupational Health Committee, an increase from 92 per cent in 2008-09. As well, 346 new committees were established in 2009-10.
- 226 occupational health and safety courses were delivered to 4,744 participants.

Increase awareness of farm safety.

- Health and safety messaging was provided through Agriview, published by the Ministry of Agriculture, which reaches approximately 100,000 farming operations.
- A farm safety radio campaign was conducted to correspond with spring seeding and harvest.
- A Hazard Alert was published and distributed outlining the dangers of suffocation in grain.

Implement the WorkSafe Saskatchewan Memorandum of Understanding for occupational health and safety between the Ministry and the Workers' Compensation Board to initiate an integrated, provincial workplace injury prevention strategy.

- The *WorkSafe Saskatchewan* Strategic and Operational Plan was publicly released and implemented and the first joint report was completed. Both the 2008-09 and 2010-2012 WorkSafe Strategic Plans are available on the WorkSafe Saskatchewan website at: www.worksafesask.ca/Strategic_Plan.
- *WorkSafe Saskatchewan* established a provincial total injury rate that measures all injuries and more accurately reflects its desire to achieve Mission: Zero – the elimination of work-related injuries and illnesses. Using the total injury rate of 9.33 per cent in 2009 as its baseline, *WorkSafe Saskatchewan* has set a target to reduce the total injury rate by 5 per cent each year, and achieve a continual reduction to 8 per cent by December 31, 2012.
- An industry safety task team with representatives from the Saskatchewan Construction Association, Canadian Home Builders' Association-Saskatchewan, Saskatchewan Construction Safety Association and the Workers' Compensation Board was assembled and a report submitted containing recommendations toward improving safety performance in the construction sector. This report was submitted from the task team to Minister Norris. It recommends support for efforts underway through *WorkSafe Saskatchewan* and the endeavours of the Saskatchewan Construction Safety Association to improve safety performance in the construction sector.

Review the Workers' Compensation Board's services to Saskatchewan employers and employees. (*Commitment in Mandate Letter*)

- The Workers' Compensation Board initiated a review at the request of the Minister. A review of the administrative practices of the Workers' Compensation Board was conducted and the *Saskatchewan Workers' Compensation Board Claims Administration and Service Review* was issued September 21, 2009. The recommendations of this review have been endorsed by the Board and will be operationalized based on a cost benefit review which is currently underway. The Committee of Review will be struck in 2010 in accordance with section 162 of the *Workers' Compensation Act*.

Additional Results

- The Ministry represents workers or their dependents at appeals with the Workers' Compensation Board (WCB). In 2009-10, 493 files were opened while 360 appeals were filed at both levels of appeal at the WCB. This compares to 435 files opened and 247 appeals submitted in 2008-09. As of March 31, 2010, there were 284 open files active. The waiting time for the services of an Advocate remained at the 2008-09 average of six weeks.
- 1,259 labour standards inquiries were received through Ministry website, down slightly from the 1,307 received in 2008-09.
- 2,458 labour standards complaints were registered, an increase from 2,289 complaints in 2008-09. Overall, $2.0 million in owed wages were assessed and $1.3 million of this total were collected.
- 14 successful labour standards prosecutions were concluded 2009-10, resulting in fines totalling $13,260.
- 26 occupational health and safety and labour standards prosecutions were posted online as part of the Ministry's commitment to greater public awareness and transparency.
- 415 workers and 16,007 lost person-days resulted from three work stoppages. This is well below the 10-year average of seven work stoppages impacting 2,921 workers and resulting in 39,631 lost person-days.
- 18 workplaces were provided conciliation assistance to assist in resolving labour disputes.
- 13 workplaces received interest based bargaining facilitation.
- 22 votes on behalf of the Labour Relations Board were conducted.
- 35 grievances were mediated.
- 77 workplace mediations were conducted.
- 19 Conflict Resolution and 14 Interest Based Negotiation training sessions were conducted.

2009-10 Financial Overview

Summary of 2009-10 Financial Results

Total 2009-10 actual expense for the Ministry was $866.11 million, which is $26.09 million higher than the expense budget of $840.02 million. The variance of $26.09 million is due to over expenditures, supported by Supplementary Estimates, for post-secondary capital related to the Knowledge Infrastructure Program ($56.36 million) and federal labour market stimulus funding ($14.21 million), partly offset by reduced spending in administration and programs through out the Ministry totalling $44.48 million. Of total Ministry expenditures, approximately 92 per cent is transferred to third parties or individuals.

Net Over Expenditure In millions of dollars		
Supplementary Estimates		
Stimulus Funding		
Labour Market Development Agreement	9.290	
Labour Market Agreement	4.552	
Targeted Initiative for Older Workers	0.366	
Knowledge Infrastructure Program (KIP)	51.109	
Provincial Capital Contribution for KIP	5.250	
Approved Expenditures ($65.3M fully offset by federal recoveries)		**70.567**
Targeted Restraints		(10.152)
Recovery Associated with Academic Health Sciences Centre Tender		(32.100)
Net Supplementary Estimates		**28.315**
Net Under Expenditures (Client Based Programs, Immigration, Administration)		(2.227)
Total Over Expenditure Based on Expense Budget		**26.088**

The year end revenues reflect an increase of $72.5 million from the 2009-10 budget. The actual year end revenue was $153.10 million.

- The increase in revenue is primarily due to increased federal transfers of $72.2 million, which relates to the agreement with the federal government on the Knowledge Infrastructure Program ($58.3 million) and the federal labour market stimulus funding ($14.2 million).

The 2009-10 FTE budget allocation for the Ministry was 612.2. Actual FTEs utilization was 593.7, resulting in an under usage of approximately 18.5 FTEs due to vacancies and staff turnover.

Financial Summary for 2009-10

	2008-09 Actual	2009-10 Budget	2009-10 Actual	Notes
Central Management and Services	$ 22,970	$ 25,508	$ 22,734	1
Student Support Programs	57,870	61,439	66,557	2
Post-Secondary Education	695,901	625,082	652,833	3
Immigration	7,570	12,604	10,811	4
Training Programs	42,043	40,574	41,817	
Career and Employment Services	39,705	41,663	40,814	
Graduate Retention Program	11,300	18,500	18,500	
Labour Relations Board	1,052	1,001	856	
Labour Relations and Mediation	684	695	902	
Labour Standards	2,421	2,478	2,538	
Occupational Health and Safety	7,126	7,481	7,227	
Status of Women Office	384	432	442	
Worker's Advocate	567	654	540	
Capital Asset Acquisition	3,196	2,000	–	5
Total Appropriation	**892,789**	**840,111**	**866,571**	
Capital Asset Acquisition	(4,135)	(2,000)	(2,613)	
Capital Asset Amortization	4,636	1,909	2,152	
Total Expense	**893,290**	**840,020**	**866,110**	

Notes

1. Central Management and Services was under budget by $2.77 million, which was primarily due to $1.4 million in savings from expenditure restraint measures, $1.3 million relating to delays in the development of information technology systems, and $0.5 million in reduced spending on communications activities. This was partly offset by an over expenditure in accommodations relating to $1.0 million in expenditures to relocate Ministry of Education staff from the Parkway facility to support nursing capacity expansion. This is offset by an underexpenditure in Capital Asset Acquisition.
2. Skills Training Benefit was over expended by $4.39 million, which was due to additional federal stimulus funding of $3.0 million as well as anticipated higher client utilization of $1.4 million.
3. Post-secondary capital transfers were higher than budget due to increased federal funding and associated expenditures relating to the Knowledge Infrastructure Program agreement with the federal government. This over expenditure was partly offset by a reduction in transfers to the University of Saskatchewan to reflect lower costs associated with the construction tender for the Academic Health Sciences Centre.
4. Immigration was under expended as a result of lower than anticipated levels of activity through the start up period and expenditure restraint measures.
5. Capital Asset Acquisition was under expended by $2.0 million. This funding was for the relocation of Ministry of Education staff from the Parkway facility to support the nursing capacity expansion. The actual expenditure for this move was recorded under Central Management and Services and was about $1.0M less than anticipated.

Summary of Expenditure

The following table outlines information on actual and budgeted expenditures by subvote and subprogram. Variance explanations are provided for all variances that are $1.0 million or greater.

In thousands of dollars Subvote/Subprogram	Estimates	Actual Expenditure	Variance Over/ (Under)	Notes
Central Management and Services				
Minister's Salary	44	44	-	
Executive Management	1,612	1,766	154	
Central Services	17,159	13,404	(3,755)	1
Accommodation Services	6,693	7,520	827	
Subvote Total	**25,508**	**22,734**	**(2,774)**	
Student Support Programs				
Operational Support	3,898	3,753	(145)	
Saskatchewan Student Aid Fund	12,700	13,551	851	
Provincial Training Allowance	28,510	28,192	(318)	
Skills Training Benefit	8,657	13,050	4,393	2
Apprenticeship Training Allowance	1,926	2,049	123	
Employability Assistance for People with Disabilities	5,748	5,962	214	
Subvote Total	**61,439**	**66,557**	**5,118**	
Post-Secondary Education				
Operational Support	2,551	2,187	(364)	
Universities, Federated and Affiliated Colleges and Educational Agencies	363,455	332,639	(30,816)	3
Saskatchewan Universities - Urban Parks	948	948	–	
Saskatchewan Institute of Applied Science and Technology (SIAST)				
Operating	105,204	106,304	1,100	4
Accommodation Services	29,957	29,957	–	
Saskatchewan Indian Institute of Technologies (SIIT)	3,225	1,275	(1,950)	5
Regional Colleges	25,587	27,437	1,850	6
French Language Institute	1,455	1,850	395	
Post-Secondary Capital	52,927	110,187	57,260	7
Apprenticeship and Trade Certification Commission	17,733	18,113	380	
Technology Enhanced Learning	5,518	5,340	(178)	
Innovation and Science Fund	11,510	11,510	–	
Science and Technology Research	3,500	3,500	–	
Interprovincial Agreements	1,512	1,586	74	
Subvote Total	**625,082**	**652,833**	**27,751**	
Immigration	**12,604**	**10,811**	**(1,793)**	**8**

In thousands of dollars Subvote/Subprogram	Estimates	Actual Expenditure	Variance Over/ (Under)	Notes
Training Programs				
Operational Support	1,879	1,627	(252)	
JobStart-Future Skills	19,409	19,059	(350)	
Northern Skills Training	1,598	1,604	6	
Basic Education	17,688	19,527	1,839	9
Subvote Total	**40,574**	**41,817**	**1,243**	
Career and Employment Services				
Operational Support	11,284	10,968	(316)	
Employment Programs	2,682	2,576	(106)	
Client and Community Support	1,334	1,481	147	
Labour Market Information	1,749	2,075	326	
Youth Employment	978	1,578	600	
Workforce Development	23,636	22,136	(1,500)	10
Subvote Total	**41,663**	**40,814**	**(849)**	
Graduate Retention Program	**18,500**	**18,500**	**–**	
Labour Relations Board	**1,001**	**856**	**(145)**	
Labour Relations and Mediation	**695**	**902**	**207**	
Labour Standards	**2,478**	**2,538**	**60**	
Occupational Health and Safety	**7,481**	**7,227**	**(254)**	
Status of Women Office	**432**	**442**	**10**	
Worker's Advocate	**654**	**540**	**(114)**	
Capital Asset Acquisition	**2,000**	**0**	**(2,000)**	**11**
Subtotal	**840,111**	**866,571**	**26,460**	
Supplementary Estimates		–	–	
Special Warrant	28,315		(28,315)	
Total Advanced Education, Employment and Labour Appropriation	**868,426**	**866,571**	**(1,855)**	
Capital Asset Acquisitions	**(2,000)**	**(2,613)**	**(613)**	
Capital Asset Amortization	**1,909**	**2,152**	**243**	
Total Advanced Education, Employment and Labour Expense	**868,335**	**866,110**	**(2,225)**	

The 2009-10 appropriation budget for the Ministry was $840.11 million; the Ministry over expended by $26.46 million. This over expenditure was offset by $28.32 million in supplementary estimates resulting in an overall under-expenditure of the appropriation of $1.86 million.

Supplementary Estimates/Special Warrants

Supplementary estimates of $28.32 million were approved to support additional expenditures of $70.57 million which were offset by $42.25 million of targeted savings. These additional expenditures were approved to fund $14.21 million in federal stimulus funding for labour market development programs ($9.29 million for the Labour Market Development Agreement; $4.55 million for the Labour Market Agreement; and $0.37 million for the Targeted Initiative for Older Workers) and $56.0 million related to the Knowledge Infrastructure Program agreement with the federal government. The offsetting $42.25 million dollars in savings is comprised of $10.15 million in targeted restraints; $32.1 million in savings from the Academic Health Sciences Centre; and $4.15 million in uncommitted funds in training and employment programs due to changes in the labour and employment market.

Explanations for Major Variances on Appropriation Budget

1. Central Services was under budget by $3.76 million, which was due to $1.4 million in savings from expenditure restraint measures, $1.3 million relating to delays in the development of information technology systems, and $0.5 million in reduced spending on communications activities.
2. Skills Training Benefit was over expended by $4.39 million, which was due to additional federal stimulus funding of $3.0 million as well as higher client utilization of $1.4 million.
3. Universities, Federated and Affiliated Colleges & Educational Agencies was under expended by $30.82 million primarily due to $32.1 million in savings from for the E-Wing Addition of the Academic Health Sciences Centre.
4. Saskatchewan Institute of Applied Science and Technology was over expended by $1.1 million, $1.0 million of which was transitional funding associated with the elimination of Technology Enhanced Learning funding in 2010-11.
5. Saskatchewan Indian Institute of Technology was under expended by $1.95 million, which was due to the realignment of $1.90 million in funding for Skills Training and Adult Basic Education to the Training Programs subvote.
6. Regional Colleges were over expended by $1.85 million, of which $1.5 million was transitional funding associated with the elimination of Technology Enhanced Learning funding in 2010-11 and $0.4 million related to additional federal stimulus funding for labour market programs.
7. Post Secondary Capital was over expended by $57.26 million, which was primarily due to spending on capital projects through the Knowledge Infrastructure Program (KIP).
8. Immigration was under expended as a result of lower levels of activity and expenditure restraint measures.
9. Basic Education was over expended by $1.84 million reflecting $1.90 million in federal stimulus funding and $0.5 million for Adult Basic Education that was realigned from the Saskatchewan Indian Institute of Technology.
10. Workforce Development was under expended by $1.5 million, reflecting $1.4 million in savings through expenditure restraint measures.
11. Capital Asset Acquisition was under expended by $2.0 million. This funding was for the relocation of Ministry of Education staff from the Parkway facility to support the nursing capacity expansion. The actual expenditure for this move was recorded under Central Management and Services and was about $1.0 million less than anticipated.

Summary of Revenue

The Ministry collects revenue primarily attributable to federal-provincial cost sharing agreements as well as fee-related services and publications, and other miscellaneous items. All revenue collected is deposited in the General Revenue Fund.

In thousands of dollars Revenue Category	Estimates	Actual Expenditure	Variance Over/ (Under)	Notes
Privileges, Licences and Permits				
Property and Building Rentals	105	93	(12)	
Examination Fees	60	53	(7)	
Subtotal	**165**	**146**	**(19)**	
Sales, Services and Service Fees				
Other Miscellaneous Services	16	17	1	
Other Registration Fees	77	73	(4)	
Charges for Personal Mileage	5	3	(2)	
Subtotal	**98**	**93**	**(5)**	
Forfeits Fines and Penalties				
Other Fines, Costs, Penalties, Forfeits		7	7	
Subtotal		**7**	**7**	
Receipts From Other Governments				
Federal-Provincial Cost Sharing Programs	64,552	136,710	72,158	1
Employability Assistance	5,824	5,824	–	
Subtotal	**70,376**	**142,534**	**72,158**	
Other Revenue				
Proceeds from Other Funds	9,555	10,425	870	2
Fines, Forfeits and Penalties		–		
Casual Revenue	49	(1,629)	(1,678)	3
Refund of Previous Year's Expenditures	355	1,527	1,172	4
Subtotal	**9,959**	**10,323**	**364**	
Total Revenue	**$ 80,598**	**$ 153,103**	**$ 72,505**	

Explanations of Major Variances

1. Federal transfers exceed budget by $72.2M reflecting $58.3M for the Knowledge Infrastructure Program, $14.2M for federal stimulus for the Labour Market Development Agreement, Labour Market Agreement, and the Targeted Initiative for the Older Workers' program, and recoveries of $0.6 million for prior years from the French Language Institute Agreement offset by lower recoveries from Immigration agreements and for the administration of Canada Student Loans than anticipated of $0.9M.
2. Recoveries of expenditures by the Occupational Health and Safety and Workers' Advocate branches from the Workers' Compensation Board exceeded budget.
3. Negative casual revenue primarily reflects the reversal of a 2008-09 accrual of revenue from the Workers' Compensation Board of $2.0 million.
4. Refund of previous years expenditures exceeded anticipated recoveries for programs.

Special Funds

(All audited financial statements for departments and special funds for the fiscal period just ended may be found at www.finance.gov.sk.ca/public-accounts/2009-10)

Student Aid Fund

The Saskatchewan Student Aid Fund was created in 1949 by the Government of Saskatchewan to ensure that students would not be denied access to post-secondary education or training due to lack of financial means. Since then, the Fund has assisted many thousands of individuals to attain their career goal.

For audited financial statements or further information please contact the Marketing and Communications Branch of the Ministry of Advanced Education, Employment and Labour.

Training Completions Fund

The Training Completions Fund (Fund) was created under *The Private Vocational Schools Regulation Act, 1995. The Act* was proclaimed on December 15, 1995.

The Fund is administered by the Ministry of Advanced Education, Employment and Labour. The revenue of the Fund consists of monies that operators are directed by regulations to provide, donations to the Fund, and earnings from the investments of the Fund. The Fund is primarily used to provide the financial resources necessary to continue the training of students affected by the closure of a private vocational school.

For audited financial statements or further information please contact the Marketing and Communications Branch of the Ministry of Advanced Education, Employment and Labour.

Guaranteed Debt

Advanced Education, Employment and Labour has Guaranteed Debt through responsibility for the Risk Premium Agreement with the Royal Bank. For further information, please refer to Appendix A.

For More Information

If you have any questions or comments, or would like additional copies of the 2009-10 Annual Report, we invite you to call (306) 787-9478 or contact:

Advanced Education, Employment and Labour*
Marketing and Communications
11th Floor, 1945 Hamilton Street
Regina, SK S4P 2C8

To download a copy of the report or to obtain more information about programs and services contained in this annual report, please visit the Ministry's website at www.aeel.gov.sk.ca.

*As a result of changes to the provincial cabinet made on June 29, 2010, this Ministry is now called Advanced Education, Employment and Immigration.

Appendices

Appendix A: Student Assistance and Student Aid Fund Act - Risk Premium Agreement

Guaranteed debt represents a guarantee to the Royal Bank for bankruptcy and/or death of a borrower before loan consolidation within the Student Loans Program. As the number of loans owing to the Royal Bank decrease, so will the guaranteed debt year over year.

In thousands of dollars Risk Premium Agreement	Estimates	Actual Expenditure	Variance Over/ (Under)	Notes
Total Outstanding Balance at Beginning of Year	35	26	(9)	
Additions			–	
Reductions	(8)	11	19	1
Total Outstanding Balance at Year End	**27**	**37**	**10**	

Explanation of Variances

1. The Royal Bank Loan Guarantee is determined with reference to projections of outstanding "in school" loans and assumptions as to number and value of future claims. In 2009/10, the dollar value of claims processed exceeded projections. This resulted in additional expense being recorded in the 2009/10 fiscal year and a requirement to increase the projection of future years liability.

Appendix B: Student Loans Programs

Effective August 1, 2001, the Province assumed responsibility for the financing of student loans. A loan from the General Revenue Fund is provided to the Student Aid Fund to support this role. The interest rate charge on the loan is at the Province's eight year cost of borrowing.

The loan program supports the Ministry's objective to "Increase the participation of low-income individuals in post-secondary education and training" through access to student loan funding for tuition and living costs.

In thousands of dollars Student Loans Programs	Estimates	Actual Expenditure	Variance Over/ (Under)	Notes
		(unaudited)		
Total Outstanding Balance at Beginning of Year	93,524	94,904	1,380	
Disbursements from the General Revenue Fund	41,500	38,400	(3,100)	1
Receipts to the General Revenue Fund	(54,450)	(53,300)	1,150	2
Total Outstanding Balance at Year End	**80,574**	**80,004**	**(570)**	

Explanation of Variance

1. In 2009-10, student loan authorizations were below budget. The sole purpose of the General Revenue Fund (GRF) loan to the Student Aid Fund is to support student loan funding. As a result of student loan authorizations falling below expected, total required GRF disbursements were below budget.
2. GRF loan repayments are primarily based on grants and bursaries paid to students. With lower than budgeted loan disbursements, the total value of grants and bursaries awarded is also reduced. This resulted in lower than budgeted loan repayments.

Appendix C: AEEL Organizational Chart

March 31, 2010